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Vol. 4 No. 23, The Pentagon, June 11, 1999



Leaders send praise, recognize sacrifices

Army marks 224th birthday Monday

By Secretary of the Army
Louis Caldera
and Army Chief of Staff
Gen. Dennis J. Reimer

As we approach a new century and a new millennium, we share with the American people great pride in all that America's Army has accomplished throughout its proud history. In celebrating the Army's 224th birthday on June 14, we especially recognize each member of the Army team for your selfless service over the past decade.

For the Army, the 21st century really began with the collapse of the

Berlin Wall. As the of global warfare receded, we accomplished the most successful post-war reorganization in our history, while shaping and maintaining a full-spectrum force. In less than 10 years, our total Army team of active-duty soldiers, Army National Guard, Army Reserve, and quality civilian workforce has served in more than 100 countries. From Korea to



Louis Caldera
Secretary of the Army



Gen. Dennis J. Reimer
Chief of Staff of the Army

Kuwait, from Somalia to Honduras, from the Sinai to Bosnia, you have

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On the cover

A Humvee sits on display in the courtyard Tuesday as part of DOD's Acquisition and Logistics Reform Week. The week highlighted innovation and best practices across the DOD and boasted 41 exhibits and 30 presentations. Photo by Tech Sgt. Anne Proctor

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excelled—responding to international crises, conducting peacekeeping operations, and providing humanitarian assistance, noncombatant evacuations, and disaster relief.

At this time, we offer special appreciation to our troops in the Balkans, who confront the dark shadows of intolerance and tyranny that trouble that region. Serving with the other branches of our Armed Forces and our NATO allies to limit further humanitarian disasters, your presence is a beacon of hope to hundreds of thousands of people still denied the light of liberty's torch.

We also offer special gratitude to those of you on the Total Army team serving in Central America following last year's disastrous hurricanes. You do more than save lives and rebuild econo-

mies. By your example, our neighbors are learning how an Army functions in a democracy. You build good will for our Nation close to home.

Throughout the unprecedented challenges and changes we've faced for more than two centuries, there have been two constants—your courageous performance of duty and your steadfast service, both at home and abroad. You continue to uphold the same core values and standards soldiers have practiced throughout our Nation's illustrious past. America's Army has been and continues to be not only the Nation's protector at home, but also the standard-bearer of freedom abroad.

On this final Army Birthday of the 20th century and the second millennium, we wish all of you on the Total Army team a "Happy Birthday," and we offer profound thanks to our soldiers—the Nation's credentials.

Army birthday gala slated Monday at Warner Theater

An Army Birthday Gala is planned Monday, 7 p.m. at the Warner Theater, Washington D.C. The celebration features remarks by the Secretary of Army and Chief of Staff of the Army as well as performances by The Old Guard, 82nd Airborne Chorus, Jazz Ambassadors, The U.S. Army Soldier Show, and the U.S. Army Band. The gala is free and people can get tickets today and Monday from 9 a.m. to 3 p.m. at the second floor food court, A Ring, Corridors 9 and 10.

For more information call Maura Meehan at 695-2292.

President Clinton nominates Whit Peters to be Secty of Air Force

COLORADO SPRINGS, Colo. -- President Clinton announced June 2 his intent to nominate Whit Peters to be Secretary of the Air Force.



Whit Peters

He was appointed as under secretary of the Air Force in November 1997.

Prior to his confirmation, Peters was the principal general counsel for the Department of Defense, and deputy general counsel (legal counsel).

Prior to coming to the De-

partment of Defense, he was a partner in the law firm of Williams & Connolly in Washington, D.C., since 1978.

A 1968 graduate of Harvard, he served as a Navy line officer from 1969 to 1972. In 1976, he graduated from Harvard Law School, where he was president of the Harvard Law Review.

He then clerked for Judge Skelly Wright on the U.S. Court of Appeals for the D.C. Circuit and Justice William Brennan on the U.S. Supreme Court.

The secretary of the Air Force is the senior civilian in the organization, and as such, is responsible for all matters of Air Force manpower, personnel, reserve affairs, installations, environmental issues, weapons systems and equipment acquisition, communications, and financial management for the 380,000 active duty and 115,000 civilian Air Force personnel. *(Courtesy Air Force Print News)*

Air Force names 13th Chief Master Sgt of Air Force

Air Force Chief of Staff Gen. Michael E. Ryan has named Chief Master Sgt. Frederick J. "Jim" Finch to serve as the 13th chief master sergeant of the Air Force. Finch is currently the command chief master sergeant for Air Combat Command.

Finch will replace Chief Master Sgt. of the Air Force Eric W. Benken, who retires July 30 after more than 29 years.

"Chief Finch joins the Air Force's senior leadership at a time of change for the Air Force. We are finishing the transition of the force from a Cold War posture to the expeditionary aerospace concept. Chief Finch has been deeply involved in this transition and understands the challenges."

Finch, who was born July 29, 1956, joined the Air Force in 1974. His career includes various assign-

ments in missile maintenance and several positions in professional military education, including commandant of the Pacific Air Forces Non-commissioned Officers Academy. He also has two assignments as a command chief master sergeant.

Finch has had several state-side tours, as well as overseas tours in Alaska and the United Kingdom.

Prior to his July 1995 appointment with ACC, Finch was the senior enlisted advisor to the commander, 11th Air Force, Elmendorf Air Force Base, Alaska. *(Courtesy Air Force Print News)*



Jim Finch



Photo by Air Force Senior Master Sgt. Mamie Burke



Action Officer of the Year

Adm. (Ret.) William J. Crowe Jr., former Chairman (left), and Air Force Gen. Joseph W. Ralston, Vice Chairman, (right), present the Joint Staff Action Officer of the Year award to Army Lt. Col. Peter Zwack, J-5 Western European and NATO Policy Division. Zwack was cited for his extraordinary contributions to the NATO Enlargement. The AO of the Year award was established by Crowe after the DOD Reorganization Act of 1986 to recognize the vital new role of AOs. The award recognizes contributions and the highest conduct, integrity and intellectual curiosity of an AO.

Encountering the force

From OCJCS Public Affairs

Gen. Henry H. Shelton, Chairman of the Joint Chiefs of Staff, met with enlisted people from all branches of the military in the Washington D.C., area for an "Enlisted Encounter" at the Pentagon June 3. The nation's principal military advisor shared his priorities, views, and took questions from an audience of 700. The event, sponsored by the Air Force Pentagon Enlisted Council and Washington D.C. Top III, is part of a series of forums for enlisted people with senior leaders.

In his opening remarks to a packed auditorium, Shelton said his

job as chairman is to represent to the President, "what is best for our men and women in uniform, what is best from our warfighting standpoint."

Priorities

The nation's top military officer said he has three day-to-day priorities he never loses sight of - taking care of people, readiness and modernization.

"First and foremost is making sure we take care of the great quality people that we have in our Armed Forces today," said

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Gen. Shelton at the Enlisted Encounter

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Shelton. "They are the key to being better than we've ever been in the past.

"We are much smaller as you know. We have come down 40 percent since Desert Storm," he continued. "We are a great force today because the quality of the forces (has gone) up even as the size came down. Our number one priority, not only mine but of all our service chiefs, is that we retain that focus on quality, the underpinning of everything we do," Shelton concluded.

Day-to-day readiness is the Chairman's second priority. Shelton said that no one had ever asked him if he was ready to carry out the mission with his unit.

"They've always said here's what time we need you there and here's what we want you to do," he recalled. "So I have a great concern when I see our readiness starting to fray or go down hill.

"Ultimately, the first to fight, first to deploy will be ready because that is where each of the Services keep their focus, he explained. "But if you go below that to tier two or three, then you are starting to put people in harm's way. They may not have all the right equipment, or be prop-

erly trained and consequently, that will lead to an increased number of casualties. That's not the way any of us in uniform want to see it done."

The Chairman related modernization to what today's junior enlisted and junior officers are going to face in 25 to 30 years, what will be available to them.

"If we are not careful and we concentrate on trying to fix stuff we have today, rather than continuing to purchase the advanced technology that we will use in eight to ten years, we will have you, in a more senior grade using the same stuff you are using today," he told the audience. "That's not the right way to do it particularly when you are small. You have to keep technology on your side," he admonished.

The general added the President has helped with modernization efforts by increasing the military's budget. "The President in the last several years has done a great job in this regard. Next year we should achieve 60 billion dollars per year. That has been a goal for about five years. For a long time we were losing ground, now it's getting up near that mark," said Shelton.

Views

"The enlisted force is the backbone of the U.S. military and is in essence what makes the difference between the U.S. military and the other armed forces in the world," said the general.

Quality people

A successful military starts with recruiting great quality people and building upon them. Shelton said people should be adequately rewarded for serving their nation and the services have focused on pay and pay reform, retirement and quality of life issues in the past year. But success is more than attracting people to serve, "It's a combination of bringing in the right people, the right qualifications and building that up in terms of leadership skills and the technical and tactical competence," said the Chairman. He pointed out the noncommissioned officer is important to retention because they not only have to train, teach and mentor the people who work for them, but also the young officers that come in, "because their ramp-up can be so much steeper."

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Motivation

Attitude or “selling the warrior spirit” and leading by example are keys to success. The warrior spirit is about fighting and winning the nation’s wars and not about getting rich, said Shelton. “We are not motivated by some economic incentive per se, but (by) being prepared to defend the nation and carry out whatever mission we are asked to do. That takes warriors and a warrior spirit.

“The truth is we have to remember we are part of the greatest team in the world. As an institution, we have more respect (from the public) for our armed forces than any other institution in the United States. The Supreme Court came in second and they were about 10 points behind your armed forces.”

Leadership

Leadership is best done by example said the Chairman and it doesn’t matter what rank you are, you are always on parade.

“Think about it,” said Shelton. “People are watching. I know I can’t have a cup of coffee without someone reporting if I had cream or sugar. You can really embarrass your service

or our armed forces without even trying.”

Setting the right example and being accountable are attributes vital to maintaining a quality force, he continued. “Young sergeants, for example, have a tremendous amount of influence over those who work for them. Whether you are in an office or out in a crew, you have a chance to influence more people than you realize.”

Tempo

Another issue Shelton touched upon was personnel and operations tempo. He emphasized that the services are continuously looking at better ways to balance the load. In addition to the individual branches monitoring and studying the effect of their routine operations, they have also taken steps to lessen the impact of the Balkans campaign. Shelton said exercises would be cut by 25 percent by October and nine joint exercises were cancelled in the past few weeks. He added the Guard and Reserve contributions have grown tremendously, “You go to Bosnia and one out of every four individuals there is out of the Guard and Reserve. That enables us, the active component, to carry out our mission and keep the pers tempo lower than it would be.”

Force Protection

The Chairman said full dimensional protection has improved but stressed it still needs work. “I’ve seen tremendous emphasis on it. We’ve got to keep going because there are people in the world who want to wish us harm.

“Force protection has to be something that if you are an NCO in charge of a group you have to be constantly thinking if someone is trying to harm you,” said Shelton. He encouraged the audience to ask themselves, “What could I do to better protect my force?”

Questions

The following questions and answers have been edited for brevity.

Question. I have a personal concern about the credibility of the force. Our precision munitions are being depleted in Kosovo. Are we going to be able to meet the supply needs of those weapons?

Answer. Let me start off with what our strategy was. For about the first 50 days we used about 90 percent precision munitions. We

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used them because the initial air strikes were designed to take out their integrated air defense. We wanted to use as much standoff and as much precision as we possibly could, and as rapidly could. We never planned to conduct an entire air campaign using all precision munitions. When we degraded the air defense system we transitioned from using bombers to launch CALCMs (Air Launch Cruise Missile C-model) to dropping Mark-82s (gravity bombs), which have been very effective against certain targets. In fact, we have had everything we needed and will need to carry out this campaign. At the start of the campaign, we had just started manufacturing the Joint Direct Attack Munition. That represented a production for about six months and that inventory has gone up. What's good about JDAM is it's precise and costs about \$20,000 a copy versus \$750,000 for a cruise missile. Part of our strategy was to transition from these very expensive munitions in relatively low numbers to lots of very smart munitions that are much less expensive.

Question. The news says we are planning to send in 7,000 troops to Kosovo. How long will our soldiers be there as peacekeepers



Gen. Shelton takes questions

and what can you tell us is going to be done to make sure that it doesn't drag on like Bosnia?

Answer. Number one, you will never get me to tell you for one second that I think we will be there for one, two, three or 10 years. I think we've learned from Bosnia that the mili-

tary is only one piece of power the United States and our international community can apply to a country like Bosnia. There are diplomatic, political, and economic kinds of agencies of our

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government and the international community which have to be involved to fix a country. The way out of Kosovo and Bosnia is to maintain a safe and secure environment until the civil institutions are built up. You have to have a police force, a judicial system, and the other things that are related to treasury and commerce if you are to have any kind of a democratic type of society. Our exit strategy is tied to getting that stood up and unless we can do that, we are left there and that is where we are in Bosnia today.

Question. With all the well-documented recruiting and retention problems do you see a need for us to return to the draft to meet all our requirements?

Answer. The short answer is no. I do think we've been through the toughest recruiting period in a long time. We have come down in terms of compensation since 1982 and at the same time the economy has been cooking. The propensity to serve has gone down since Desert Storm and we took our eye off the ball for a little bit. We didn't keep the focus on telling the great job we are doing, on advertising, on

keeping quality people, and a fairly significant number of people out doing the recruiting. So consequently recruiting went down. But each of the services is working on this issue. For example, the Navy was 7,000 recruits short last year, but that has turned the corner and things are looking up. The answer is I think we have to stay the course if we want to see the same quality people as we have today. I don't want to go to the pre-Vietnam era of recruiting standards because from my perspective that isn't where we want to be. As small as we are today, we want to be very good at what we do.

Question. First, I want to say thanks for that extra 10 percent on retirement. I appreciate it since I came in November 1986. As far as pay raises, is there any chance that in the future there will be a standard pay increase such as giving junior enlisted more of a raise than an across the board raise? The pay differential across the ranks is getting larger and larger.

Answer. There are lots of concerns. When you look at your senior NCO grades, and junior to mid-officer grades there's a lot of pay compression going on there. The answer is we aren't finished with this and we're still going through the process. The next Quadrennial Defense Review needs to look at pay struc-

ture. The world has changed and the paradigm is different today. We are concerned about getting some pay reform in this year and at least start giving raises in those areas where our retention and recruiting need it. Our individuals in the computer world can leave the service after three to four years and make three times what they are making now. So how do you tell an infantryman, in my case, to go out and put himself on the line and live a very tough life when there's someone in an air-conditioned office making three times what he is. It's a really tough issue and we have to come to grips with it and figure it out. It may be in the way of bonuses or some other incentives, but we have to get the pay structure fixed first and look at those critical skills. We have to have a pay system, a reward system that matches. The world is changing and we need to change with it.

The Chairman ended the session by thanking the audience "for what you do every day."

"We have the finest force I have seen in 35 years," he said. "You are the wind beneath the wings of the greatest institution in America and I thank you," he concluded.

News briefs

Dental rates increase Aug. 1

The monthly premium for the TRICARE Family Member Dental Plan for active duty families increases Aug. 1. The monthly rate for a single enrollment will increase from \$8.09 to \$8.53. Family enrollments will increase to \$21.33, a rise of \$1.33 a month. Active duty people will see the increase in their July Leave and Earnings Statement. For more information call 1-800-866-8499.

AFCEA offers job fair, seminar

The Armed Forces Communications and Electronic Association presents a career transition seminar with Gov/TechNet International Tuesday, 8 a.m. to noon in Room 27 of the Washington

Convention Center. AFCEA, in conjunction with the Washington Post, presents a job fair Tuesday and Thursday, 10 a.m. to 4 p.m., and Wednesday, 10 a.m. to 6 p.m. in Hall D of the Washington Convention Center. For more information, call (703) 631-6100.

Army conducts personnel audit

The Military Personnel Service Center will conduct an annual audit Wednesday and Thursday, from 9 a.m. to 4 p.m. in Room 1B314. The audit is for officers whose birthdays are in June. Officers need to bring all supporting documents that may affect changes to the Personnel Qualification Record, i.e., awards, marriage certificates, etc. Soldiers who cannot attend the audit may schedule an appointment with the Records Di-

vision, located at 1400 Key Blvd., second floor, Rosslyn, Va. For more information call Staff Sgt. Hufler at (703) 696-2617.

AFSA holds meeting

The Air Force Sergeants Association Chapter 102/A104 hosts its monthly membership meeting Wednesday, 6:30 p.m. at the Fox Den Enlisted Club, Andrews AFB. AFSA membership is open to all enlisted and former enlisted individuals and their dependents. For more information, call Frank Roberts at (301) 593-6947.

Alexandria offers summer jobs

The city of Alexandria Personnel Services is offering summer internships to college students. The

internships offer students a chance to earn money and experience in such fields as criminal justice, journalism, fiscal management, human rights, engineering, and more. For more information, call (703) 838-4485 or visit the Web site at <http://ci.alexandria.va.us>.

MDA needs camp counselors

The Muscular Dystrophy Association is accepting applications for counselors at the MDA Summer Camp, Leonardtown, Md. Volunteers act as companions to children or teenagers with neuromuscular diseases during one of two camp sessions scheduled for June 20-26, and June 27-30. Counselors must be at least 16 and be able to lift a child. For more information, call the MDA office at (410) 494-7072.

J-Scope feedback

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Photo by Air Force Senior Master Sgt. Mamie Burke

Frocking, end-of-tour award

Vice Adm. Vernon E. Clark, Director of the Joint Staff (left), “frocked” Army Col. Michael D. Rochelle, Special Assistant for General and Flag Officer Matters, to the rank of brigadier general in a ceremony June 1 in the Chairman’s Dining Room. Rochelle’s wife, Grace, helped pin on the rank. He also received the Defense Superior Service Medal end-of-tour award. Rochelle’s guests included daughters, Shernita and Shawnette; son, Michael; mother and stepfather and grandmother.



Photo by Air Force Senior Master Sgt. Mamie Burke

Promotion

Army Gen. Henry H. Shelton, Chairman of the Joint Chiefs of Staff (left), promotes Navy Cdr. Harry B. Harris, Special Assistant to the Chairman, to the rank of captain in a ceremony June 3 in the Chairman’s Dining Room. Harris’ wife, Lt. Cdr. Bruni Bradley, helped pin on the rank. Harris’ guests included his mother, Fumiko; aunt, Keiko Brovick; aunt and uncle, Noriko and Dave VanDyke; and brother-in-law, Ken Bradley.



Photo by Air Force Senior Master Sgt. Mamie Burke

Promotion

Chief Master Sgt. of the Air Force, Eric W. Benken (left), promotes Tech. Sgt. Dave Beniot, Joint Staff Security Office, to the rank of master sergeant in a ceremony May 25. Beniot's wife, Roxanne, helped pin on the rank. Beniot's guests included his son, Daniel, and daughter Brandie.



Photo by Air Force Senior Master Sgt. Mamie Burke

Promotion

Chief Master Sgt. of the Air Force, Eric W. Benken (right), promotes Tech. Sgt. Edward J. Madden, Joint Staff Security Office, to the rank of master sergeant in a ceremony May 25. Madden's wife, Lori, and daughter, Mackenzie helped pin on the rank.



Photo by Army Maj. William Bigelow

End-of-tour award

Marine Col. Richard F. Natonski, J-3 Central Command Division Chief (right), presents the Joint Commendation Medal to Marine Staff Sgt. Michael W. Tipton, J-3 Administrative Noncommissioned Officer, Central Command Division, during an end-of-tour ceremony May 28.



J-5 courtesy photo

End-of-tour award

Rear Adm. James McArthur, J-5 Deputy Director for Strategy and Policy (left), presents the Defense Superior Service Medal to Army Col. John S. Chappell, J-5 Policy Division Chief, during an end-of-tour ceremony May 21 in the Flag Room.

J-Scope Classified Ads

are available without regard to race, color, religion, sex, national origin, age, marital status, or any other nonmerit factor of the user or patron. Classifieds are printed in this publication in accordance with DoD Instruction 5120.4.

Submitting Classified Ads

Joint Staff active duty and civilian personnel are eligible to advertise a one-time sale of personal items, no longer than 20 words in length.

Only one submission is allowed per family per week and should include sponsor's name, duty section, duty and home phone number. The ads only include a person's home phone number.

Please indicate what section the ad should be in -- autos or boats for sale, miscellaneous, yard or garage sale, car pool, houses for sale, or roommate wanted. Send ad submissions via E-mail to the "J-Scope" address by 4:30 p.m. Tuesday each week, or drop off at Public Affairs, Room 2E839. Ads will run only once and must be renewed by E-mail each week.

For rent

Townhouse. Three bedroom, 3-level with garage in Kingstowne, 2 miles from Fort Belvoir and 10 miles from Pentagon. Three blocks from Lane Elementary and walk to Springfield Metro. Carpet, dishwasher, washer and dryer (optional), air, alarm, deck, storage shed, great neighborhood. All HOA paid by owner. \$1300, available July 20. Call (703) 921-1301.

Townhouse. Short-term lease. Five minutes from the Pentagon. Two master bedrooms, 2800 square feet, attached garage. Call (703) 816-4166 for more details.

Miscellaneous

Prints. Several Kuntsler and Stivers limited edition prints. All professionally framed. Titles include “The High Water Mark,” “It’s All My Fault,” and “Plans for the Future,” and others. Call (703) 897-0104.

Sailboat. Kolibri, 12-foot sailboat with mainsail and jib, trailer included. Great beginner boat. Holds 2, comfortably, 4 in a pinch, \$500 or best offer. Call (703) 644-2092.

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.....J-Spotlight.....



Photo by Air Force Tech. Sgt. Anne Proctor

Name: Air Force Col. David H. Cyr

Organization: J-1 Directorate

Duty title: Joint Staff Chaplain

Time in service: 20 years

Hometown: East Eddington, Maine

Family: Wife Becky; sons, David Jr., William, Mathew

Hobbies: Golf, hunting, fishing, hiking, sight-seeing

Most embarrassing moment: As stepping to the pulpit to give a sermon, I reached into my pocket and the manuscript was gone. So I preached by letter -- opened my mouth and let 'er fly. I later learned my assistant had unwittingly thrown it away (perhaps it was a good place for it)

Favorite duty station: Eielson, Air Force Base, Alaska

Career Highlights: Serving God and my country as the Joint Staff Chaplain. It just doesn't get much better than this.

UPAR quick reference list

Each directorate of the Joint Staff has one or more individuals assigned the additional duty of Unit Public Affairs Representative or UPAR. The UPAR's job is to help tell the story for that organization by reporting news about unit and individual activities and achievements to the J-Scope. UPARs also process Hometown News Release forms, assist with publicity for special events, and identify story ideas for future publication.

Contact your assigned UPAR if you have a story to tell, have won an award, been promoted, or need to publicize a special event.

<u>Unit</u>	<u>Name</u>	<u>Phone</u>
DOM	Air Force Master Sgt. Eric M. Harrell	695-2000
J-1	Army Lt. Col. Kerry C. Allen	697-9644
J-2	Air Force Tech. Sgt. Michael Saultzman	697-9773
J-3	Army Sgt. 1st Class Paula E. Davis	695-8116
J-4	Navy Petty Officer 3rd Class Greg Hahn	697-1018
J-5	Army Lt. Col. C.T. Taylor	697-3794
J-6	Air Force Master Sgt. Vincent R. Johnson	695-7879
J-7	Air Force Senior Master Sgt. Rick Haney	695-7920
J-8	Air Force Master Sgt. Kerry G. Dugue	695-5632

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Parting Shot

Changing guard

CAMP HOPE, ALBANIA -- U.S. Marines from the 26th Marine Expeditionary Unit carry their equipment June 4 to a waiting CH-53E Sea Stallion helicopter, as U.S. Air Force security personnel relieve them of duties at the camp. The 26th MEU is embarked on board the U.S. Navy amphibious assault ship USS Kearsarge (LHD 3) operating in the Adriatic Sea, currently deployed in support of NATO Operation Allied Force.



U.S. Navy photo by Chief Warrant Officer Seth Rossman